



STEM TO STERN

*The Monthly Newsletter of the
North Carolina State Ports Authority*



Morehead City second in rubber imports

Less than 10 years after the first barge carrying natural rubber for The Goodyear Tire

& Rubber Company arrived here, the Port of Morehead City now ranks second in rubber imports in the United States. Only in New Orleans, handling about half the U.S.'s annual volume of 1 million tons, does more rubber cross the docks than it does in Morehead City.

In 2003, 180,000 tons of raw rubber came through the port, the bulk of it destined for seven Goodyear tire plants in five states from New York to South Carolina, including the Kelly-Springfield plant in Fayetteville. Goodyear is the world's largest tire company, with more than 85 factories in 28 countries.

Michelin and Intercontinental Cargo Express also ship rubber through Morehead City – Michelin to its plant in Indiana and Intercontinental to plants in Ohio and Charlotte, N.C. Thailand, Malaysia and Indonesia are the top three exporters of natural rubber with almost 80 percent, according to a recent feature article in the *Journal of Commerce*, which also noted Morehead City's move into second place.

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Photo by Susan Clizbe

Foreman Kim Mattox supervises the unloading of bins of raw rubber from a ship into the transit sheds at the Port of Morehead City.

Deep Water to Port of Wilmington Marks Major Milestone for Authority



Eric Stromberg

January 9 marked a major milestone in the history of the N.C. State Ports Authority. On that date, the U.S. Army Corps of Engineers declared that the navigational channel up the Cape Fear River to the Port of Wilmington was 42 feet deep.

On Jan. 16, Gov. Mike Easley and U.S. Rep. Mike McIntyre came to Wilmington for the formal announcement of our status as a deepwater port, capable of handling Panamax ships.

The Wilmington Harbor Project, from design to completion, has been the fastest-implemented deep-draft navigation project in the country. With a feasibility study completed in June 1996 and the delivery of 42 feet in January 2004, it took less than half the time of a typical navigation project. More people and organizations deserve recognition and thanks than I have room to mention; however, I would like to highlight a few.

Members of North Carolina's Congressional delegation have been instrumental in our success. Some have retired, but their contributions early on paved the way for later success. Sen. Jesse Helms, for example, was absolutely committed to making this project a reality.

Martin Lancaster, in his position as Assistant Secretary of the Army for Civil Works, weighed in with the Office of Management and Budget to insert a widening project in the fiscal 1996 budget. Then, Rep. Bill Hefner, a member of the House Appropriations Committee, made the key call that added the 42-foot project into the project. Other past members of Congress, including Sen. Lauch Faircloth and Representatives Eva Clayton and Charlie Rose, were strong supporters as well.

The project received strong, unanimous, bipartisan support from the current Congressional delegation. The acknowledged leader of the overall effort is Rep. Mike McIntyre, who understood quickly how essential this project was and continues to be for his district.

Several other members have been well-positioned to be particularly helpful, such as Representatives David Price and Charles Taylor on the House Appropriations Committee. Rep. Howard Coble, the dean of our Congressional delegation, has been unwavering in his efforts. Both of our Senators, John Edwards and Elizabeth Dole, played vital roles in moving the project forward.

On the State side, former Gov. Jim Hunt was stalwart in his support. Gov. Mike Easley faced a particularly difficult choice in light of record state deficits when he committed to the required nonfederal cost share of the project as the only major capital project in two consecutive budgets.

Governor Easley's support clearly demonstrated his appreciation of our ports and their role in the economic health of our state. Of course, support from the General Assembly was also necessary. Led by our local delegation's strong advocacy, the General Assembly consented to the Governor's support of the Wilmington Harbor Project.

State funding for the project is managed through the Department of Environment and Natural Resources and its Division of Water Resources. Division Director John Morris has been involved in the project since its inception and has been invaluable in his support and expertise.

Members of North Carolina's Congressional delegation have been instrumental in our success. Some have retired, but their contributions early on paved the way for later success.

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First ship loads up for deeper water



The *Star Ikebana* loads woodpulp at the Port of Wilmington Jan. 22. It was the first ship to take advantage of the 42-foot deep navigational channel provided by the Wilmington Harbor Deepening Project.

"Because of the deeper channel, we were able to sail out of the Port of Wilmington with a full load to our ports of call in the Mediterranean," said Star Shipping Captain of the Port Steve Snell. "On previous trips, we've had to sail back to Savannah to finish loading the ship after we left Wilmington."

Photo by Susan Pridgen

Police/Security recognized by NC Special Olympics

Three employees of the North Carolina State Ports Authority Safety and Security Department were recognized for their role in helping the N.C. Special Olympics raise money in 2003 at the February Board of Directors meeting in Morehead City.

Ports Authority Director of Safety and Security Doug Campen presented three members of his department with plaques on behalf of the Special Olympics, and another recognizing the contributions of the entire department.

In only their second year of participation in the North Carolina Law Enforcement Torch Run for the Special Olympics, the Ports police and security raised double their goal of \$3,000, and four times the first year's total of \$1,500.

The Ports Authority Police Department raised \$6,125 of the \$1,056,617 total state-wide, placing 33rd of 173 police depart-

ments that participated in 2003. By exceeding the \$6,000 mark, the department is listed on the back of the 2004 t-shirts, along with 35 other police departments that exceeded that milestone.



Photo by Karen Fox

Doug Campen (second from left) presents plaques to, from left, Sgt. Don Collins and Security Officer Drenda Paul from Morehead City and Sgt. Joyce Smyre from Wilmington for their individual contributions. Capt. Donnie Long accepted a plaque on behalf of the entire department.

STEM TO STERN

NEWS FROM THE PORTS

STEM TO STERN

The Monthly Newsletter of the North
Carolina State Ports Authority

MARCH
2004

Stem to Stern is an electronic newsletter published by the North Carolina State Ports Authority on the 15th of each month. It is available on the Ports Authority website in Portable Document format for on-line reading or printing by the reader: www.ncports.com.

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Photo by Susan Pridgen

Steve Haynes (left) joins Larry Shoffner of Statesville, vice chairman of the Cooperative Council of North Carolina, Ronnie Trantham of Raleigh, council treasurer, and Carlyle Teague, the council's president, as they tour the Carolina Bulk LLC facility at the north end of the Port of Wilmington. Haynes, director of commodity marketing and sales in the Business Development Department, and his colleague Tom Guthrie, global account executive, conducted a tour for more than 100 members of the group, which includes farm credit, electric, telephone, farm supply and dairy cooperatives.

About *Stem to Stern*

This is the first issue of the repurposed and reconfigured **Stem to Stern**. It is being produced as a joint effort of the Public Affairs and Human Resources departments to provide better and more thorough information to members of the Ports family - employees, customers, partners, friends and neighbors.

It will be published each month on the 15th, and will be available on the www.ncports.com website (from inside the Ports network, you may need to use the address <http://10.0.4.100>). It is in Portable Document Format, so Adobe Reader software is needed to open it. Work areas within the Ports will also print copies to post on bulletin boards for workers without regular access to the internet.

The purpose is communication, and we welcome your questions and comments about the newsletter. We especially look forward to story ideas. Call us at (910) 343-6482, or email NCports_PR@ncports.com.

Enjoy!

Port of Wilmington breaks lumber record in February

by Toni Perryman Operations Department



Photo by Susan Clizbe

The M/V *Weston* discharges lumber at Berth 6 at the Port of Wilmington March 6, as seen from the bridge deck of the *Hoegh Merit*, also unloading lumber at the same time in Berth 8.

The lumber operation at the Port of Wilmington broke records in February and is on track to do likewise in March.

A record 1,254 trucks were loaded with lumber in February, exceeding the previous record of 1,056 set in January by almost 20 percent.

Between March 4 and March 9, 22,000 bundles of lumber were discharged by three ships, setting a new record in operations.

In only four years handling lumber on a large scale, the people of Wilmington's General Cargo Operations Department have broadened their skills and capabilities significantly. A whole new operation to scan bundles as they come off the ship for tracking by the shippers has involved employees from across department lines.

Also in response to the increase of truck traffic for forest products, the Port of Wilmington has extended operating hours.

Ports Authority employees recognized for performance

MOREHEAD CITY, NC –Two employees of the North Carolina State Ports Authority were recognized for outstanding performance at the February Board of Directors meeting in Morehead City.

Tom Eagar, Chief Operations Officer of the North Carolina State Ports Authority, presented certificates to Doug Campen, Ports Authority director of safety and security, and Bill Guthrie, facilities maintenance manager at the Port of Morehead City.

Campen, a 25-year employee of the Ports Authority, was named to his current position when it was created in 2002. Previously, he had served as safety officer for the Authority and as manager of safety and security at the Port of Morehead City.

"Doug is a professional manager who has worked to develop and imple-



Photo by Karen Fox

Tom Eagar presents a certificate to Doug Campen recognizing his outstanding efforts to improve safety and security throughout the Ports Authority.

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When the wind blows, Tharrington knows

Ports Authority's weather wizard recognized by Weather Service

by Susan Pridgen Public Affairs

The weather is unpredictable and very difficult to track for most people; however, the N.C. State Ports Authority is fortunate to have Rick Tharrington keeping track of it for us.

Rick has been with the Authority for nearly 27 years and works in the Crane Department as crane maintenance systems administrator.

A longtime interest and involvement in severe-weather tracking and notification has led to his important second duty as the weather alert coordinator for the Ports. He also is part of the Ports' Hurricane Team.

In February, Michael Caropolo of the National Weather Service presented the agency's Public Service Award to Rick for 10 years of leadership as Amateur Radio Skywarn Coordinator for NWS Wilmington. In this volunteer capacity, he helps protect life and property in the Carolinas.

Most employees of the Ports are familiar with Rick's weather work back on the job. He notifies port personnel by email and phone to keep everyone informed of severe weather conditions.

"By keeping up with the weather, key personnel can make decisions in the Ports' best interest," he said. "If the weather is severe and the winds are gusting pretty high, cranes and cargo equipment as well as cargo on the docks will need to be secured."

Rick has been volunteering his time for many years to provide information to the National Weather Service during severe weather. He has been well trained through the Federal Emergency Management Agency and the local National Weather Service office and holds certificates in severe weather warning coordination and hurricane planning forecasting.

All these activities sprang from his first love: amateur radio.

"I built my first crystal radio set when I was 8 years old," Tharrington said.

He received his FCC ham license in 1991 and became a member of the Military Affiliate Radio System last year. He supports emergency radio communications for natural and man-made disasters.

"None of this would have been possible without the support of the Ports Authority's staff and management, allowing me the time to train and attend NWS workshops and the annual National Hurricane Conferences," Tharrington said.

Rick's next training will be at the 26th Annual National Hurricane Conference in Florida next month. The conference seeks to improve hurricane preparedness, response, recovery and mitigation and serves as a national forum for federal, state and local officials to exchange ideas and recommend new policies.



Photo by Susan Pridgen

Rick Tharrington checks the National Weather Service's website for updated information from his office at the Port of Wilmington.

Business Development Department gets new faces

Two new faces have joined the North Carolina State Ports Authority's Business Development Department, CEO Erik Stromberg announced recently.



Carlson

Glenn Carlson is now Managing Director for Business Development and Ed Church is the Authority's first Economic Development Manager.

"The new leadership for Business Development is a part of our reorganization of the Ports Authority along business management principles," Stromberg said. "Our Strategic Leadership process has refined and refocused our marketing plan; the 42-foot channel to the docks at the Port of Wilmington is here, and our top priority is business development."

Reporting to Carlson will be Sarah Gaillard, Director of Container Logistics; Steve Haynes, Director of Commodity Marketing and Sales; and Church.

With nearly 30 years experience in maritime shipping sales, logistics and operations, Carlson

most recently served as vice president of TRAC Leas Inc. in Charlotte. He was director of South Atlantic and Gulf region for Maher Chassis Management, and served as vice president of operations for Aqua-Gulf Transport, Inc. in Florida. He also worked for Sea-Land Service Inc. for more than 20 years in management positions for logistics and sales.



Church

He holds a Bachelor of Science degree with concentration in business administration from the University of Southwestern Louisiana.

Church joins the Ports Authority with 15 years of experience in economic development. He was director of the Davidson County Economic Development Commission and worked with the N.C. Department of Commerce. He also spent 10 years with the N.C. Department of Environment and Natural Resources as a senior field representative.

He holds a Bachelor of Science degree in Agriculture and Business Administration from Tennessee Technological University.

Global Engagement focuses on NC as 'Global Superstar'

Globalization is the key to North Carolina's economic future. That was the message key business, community, and political leaders heard during the "Global Engagement – Prosperity for North Carolina" program sponsored by the N.C. State Ports Authority and the N.C. World Trade Association Feb. 12 in Charlotte. The meeting was one in a series focusing on the costs and benefits of world trade.

"The future of North Carolina is in no small way dependent on how well the Tar Heel state carves out its niche in the global economy," said Erik Stromberg, Ports Authority CEO. "Our statewide series of programs on globalization brings an awareness of current success stories for those North Carolina companies that have successfully transitioned into the global economy."

In an area hard hit by textile industry job losses, attendees learned about the Bush Administration's efforts to level the international

trade playing field from an insider. William H. Lash, U.S. Department of Commerce assistant secretary for market access and compliance and the program's keynote speaker, announced the formation of new investigative units to identify early stages of illegal dumping activities.

Raymond E. Owens, vice president and senior economist with the Richmond Federal Reserve Bank, explained that the current weakening dollar not only marks a return to a more historically normal valuation but also contributes favorably to North Carolina's economy.

Mike Bender, president of Image Products in Wilmington, described how his business used the global marketplace to prosper. Roger Rains, NCWTA president, summed it up: "We must optimize the impact of international trade on North Carolina. We must understand that our future is global and that North Carolina can be an international superstar."

Wilmington readies for growth from deeper channel

Continued from page 2

On the federal side, the project is managed by the Wilmington District of the U.S. Army Corps of Engineers. The leadership since 1996 of four District Engineers, including the current incumbent, Col. Ray Alexander, and the dedication of Corps employees, especially project managers Wayne Bissett and Sharon Haggett, has provided a model for project planning, management and partnership—a fact that I regularly convey to Corps leadership in Washington, D.C.



As a result of the efforts of all these people – and many, many more – today we have a deep-water port at Wilmington. Our focus now turns to bringing into our 42-foot channel ships carrying the additional cargo that will begin to show our nation and our state the tangible benefits of their investment in navigation access infrastructure.

Current customers like Yang Ming Line, Hanjin, K-Line and Cosco can immediately consider increasing their cargo allocation through Wilmington. In the breakbulk arena, forest products carriers can load more wood pulp for international markets. Our state's agri-business sector—currently accounting for two-thirds of our ports' total cargo volumes— now has two deep-water ports to give them critical access to the global marketplace.

Maintaining our roster of current customers was the first priority of the 42-foot project, but close on its heels was a heightened effort to bring in new customers, who would not give us a second look at 38 feet.

While the benefits of this project will last for decades to come, our immediate attention is focused on near-term, calendar 2004 successes. To that end, I have enhanced our business development team with new leadership and economic development experience. A revitalized partnership with the N.C. Department of Commerce will better position us to bring new business and industry to eastern North Carolina— particularly distribution centers, which will generate the cargo needed to entice ocean carriers to Wilmington. Meanwhile, the state Department of

Transportation is moving forward with the Governor's highway improvement plans, including a new toll-funded bridge over the Cape Fear River and the completion of Interstate 74 to Charlotte.

To accommodate anticipated growth resulting from the 42-foot channel, the Ports Authority is making substantial investments in terminal infrastructure and equipment. With our capital challenges, we have been forced to carefully prioritize projects and purchases. Close to the top of the list and most visible will be a "new" crane, coming in from the Jamaican Port of Kingston. Altogether, we have spent \$13 million to date and expect the total tab for terminal improvements will approach \$25 million over the next few years.



The Morehead City port also has exciting developing opportunities that I will feature in a future CEO letter. But the history of both ports reveals a disturbing sense that we have more often than not been "behind the eight ball." In the past, the Ports Authority seems too often to have lagged in response to market opportunities, perhaps as a result of an excessively conservative approach to business and facility development.

Today and over the past half-dozen years, thanks to the farsighted approach taken by Ports Authority Board, we have embarked on a much more ambitious course. Such a course carries greater risk. However, I believe our timing may finally be perfect. We now have the capability and capacity, the desire, the experience and the expertise to capture a significant place in the market. And, the market place is ready for us. However, these opportunities will not remain available indefinitely. Consequently, we now stand at the threshold of a new day for our Wilmington and Morehead City ports— taking us to a higher level that will no doubt bring its own challenges. Because of what we have done, those challenges and opportunities can now be addressed from a fundamentally improved competitive position.

Customer service is the secret of MHC's rubber success

Continued from page 1

"Our people go out of their way to provide outstanding customer service," said Rex Edwards, Director of Business Development and Operations at the Port of Morehead City. "We know we're number one by far in that respect, because of our cargo-handling department. They always put forth the extra effort to accommodate the customer's needs."

The Morehead City cargo-handling team's 23 members are experts at handling, storing and moving rubber and other cargoes – averaging 12 years of service at the Port. As much as 12,000 tons of rubber is warehoused at the port at any one time, ready to be loaded and shipped quickly to manufacturing plants as needed.



"We bend over backwards to keep our customers happy," explains Ronnie Parrott, cargo superintendent at the Port of Morehead City. "Raw rubber is incredibly delicate and at other ports, it may be an annoyance. We've learned a lot about rubber and its unique characteristics, and we use that

knowledge to add value for the shipping companies as well as for the rubber manufacturers."

A 32-year veteran of the Port, Parrott has been working with natural rubber – specifically, 75-plus-pound blocks of it, shrink-wrapped on pallets or inside big metal baskets – since that first barge arrived in 1994. His department has developed expertise in services for customers, far beyond simply handling the cargo.

"We rely on the expertise of Ronnie and his team," Edwards said. "Over the years, their skills have progressed from simply handling cargo to being a key part of the customer's team. And it's not just rubber – there is no product you can bring into the Port that they can't handle."

In September 2003, as Hurricane Isabel headed for the Carolina coast, customers decided the safest place for their rubber was at their plants. Before the storm brushed by the port, leaving only minimal damage, more than 113 trucks and 10 railroad cars had been loaded, moving out with more than 3,300 tons of rubber.

Wrapping up their first decade in the rubber business, the crews at the Port of Morehead City continue working hard to give rubber companies the added value of their expertise, and to maintain the Port's stature in the industry.

by Susan Clizbe Public Affairs Manager

The rubber-handlers at the Port of Morehead City have increased their efficiency with new machinery to replace old shop mules to back-haul rubber from transit sheds to storage warehouses. New tow tractors, as seen at right, team up with new 45,000-lb. capacity trailers to make a workhorse that Superintendent of Cargo Handling Operations Ronnie Parrott says will allow his gangs to double the load - from 18 tons to 36 tons - that they have been moving. The new trailers will be outfitted shortly to allow the double stacking of rubber on the trailers. Parrott designed the device and along with his team built a wooden prototype to prove that it would work. It did, and the first working models of the 'Parrott Stacker' will be on the docks at Morehead City in the next few weeks if all goes as expected.





Photo by Susan Pridgen

Lou Hongru, Secretary General of the Tianjin Modern Logistics Association (left) led a delegation from Tianjin, Peoples Republic of China, in a visit to the Port of Wilmington March 1. Ports Authority Director of Container Logistics Sarah Gaillard (second from left) and Public Affairs Director Karen Fox hosted the delegation with a presentation and port tour. The Port of Tianjin is the largest in northern China, and the delegation expressed interest in establishing a sister port relationship with Wilmington. Ray Denny (right) director of the N.C. Department of Commerce Division of Business and Industry Development accompanied the group as they traveled throughout North Carolina.

Employees use initiative and good ideas to benefit Ports

Continued from page 5

ment a safety and security program for the Authority to comply with many new regulations," Eagar said. "He continues to work closely with state and Federal agencies, including the De-

partment of Homeland Security and Transportation Security Administration, to develop operating procedures, training programs and joint agency exercises."

In the past two years, Campen led the Authority's effort to develop and submit Federal grant applications which have brought the Authority \$7 million to fund security programs and security-related infrastructure upgrades at the Ports of Morehead City and Wilmington.

Bill Guthrie, a 31-year employee at the Port of Morehead City, was recognized for his ongoing commitment to making the best use of Port resources and assets.

"Bill has identified and executed projects that saved the Authority nearly \$500,000," Eagar said. "He is an innovative and proactive manager and team leader who always has the interest of the Port of Morehead City in mind."

Last year, Guthrie was able to have a tank farm at the former Aviation Fuel Terminal site on Radio Island demolished and removed at no cost to the Ports Authority. Not only did he arrange for the work to be done by a salvage company for the value of the materials to be salvaged, he also was able to use materials removed from the AFT site to replace damaged columns in warehouses at the Port of Morehead City.



Photo by Karen Fox

Tom Eagar presents a certificate to Bill Guthrie in recognition of his contributions to operations at the Port of Morehead City.

SLT at Work: marketing committees report results

by Karen Fox
Public Affairs Director

Marketing – and growing – bulk, breakbulk and container business plays a key role in the North Carolina State Ports Authority's Strategic Plan. When the Strategic Leadership Team was formed to implement the plan, one of the three basic areas of concern was Marketing.

The Marketing Team's three subteams each addressed one aspect of business development. The Marketing report was presented in January – and work is already under way on many of the recommendations.

The Container Team's plan to grow that line of business included identifying steamship lines with the greatest promise for establishing service at the Port of Wilmington. Their report also

targeted cargo accounts with cargo/customer profiles ranked by volume and probability. Tom Guthrie in Business Development is pursuing those targeted accounts.

The Bulk/Breakbulk Team developed a model to analyze market data and identify target accounts with profiles in these business lines, again ranking by volume and probability.

The Customer Service Team developed a plan to track and enhance the Ports Authority's customer satisfaction through regular surveys; an enhanced function to track claims and complaints, and stepped-up promotion of the inland terminals and the Ports tax credit.

The SLT applauds all the members of these teams for their excellent work and looks forward to more of the same when the Operations Team delivers their report in March.



SLT Marketing Team

Container Team

Sarah Gaillard - Team Leader
Lisa Hager, Donna Jones, Mark Blake, Layton Bedsole, Perri Tosto and Sheila Cox
Assisting with client telephone screening calls were Arita Machler, Robin Ormsby, Brenda Barger, Regina McGee and Charlene Pennuell

Customer Service Team

Debra Winfrey - Team Leader
Judy Gaylon, Toni Perryman, Susan Rimel, Heather Pirtle, Ann Reynolds and Susan Pridgen

Bulk/Breakbulk Team

Steve Haynes - Team Leader
Rita Boggs, Joyce Clendenin, Jim Herron, Susan Markham and Toni Perryman
Joining the subcommittee to assist with customer phone interviews were Bonnie Albritton, Terry Braxton, Laura Crowell, Nancy Hedge, Jerry Moore, Lori McKoy, Lael Neal, Ann Reynolds and Linda Wright

Ports Authority Board approves contracts

At its Feb. 10 meeting in Morehead City, the N.C. State Ports Authority Board of Directors approved a 12-month extension to the contract with the Port of Morehead City's longtime customer, PCS Phosphate Inc. The agreement extends the terms and conditions under the existing agreement, including the facilities use fee for the bulk handling facility, and rent for the 19.5-acre facility.

The Board also approved a new three-year contract with Trealmont Chartering, the Port of Wilmington's largest lumber customer. The agreement covers wharfage, handling and storage of imported dimensional lumber and oriented-strand board. Trealmont is a procurement and supply-chain logistics firm retained by their clients to assist in the purchase of lumber products from European suppliers and to provide for transportation services to move these products through the inland and ocean supply chain to US markets.

Promotions

In the General Cargo Operations Department at the Port of Morehead City, **Perri Tosto** has been promoted to **Crane Manager**. At the Port since 1979, Perri has been instrumental in smooth and efficient crane operations and worked his way through several positions to develop his technical and leadership skills. **David Howland**, with the Ports Authority since 2000, has been promoted to **Crane Foreman**.

Also in Morehead City, **Tim Wilson** has been promoted to **Maintenance Operations Supervisor** in the Maintenance Department. Tim joined the Ports in 1990 and has been a member of the facilities maintenance team since then. Tim, along with his fellow team members, has helped implement numerous cost-saving maintenance and repair projects.

Anniversaries

5 Years:

Lisa Hager - January
Herb Robbins - March

20 Years

Nancy Driggers - January
Nancy Hedge - March

25 Years:

Eddie Inman - March

Did you know ...

... you can get \$250 by simply recommending someone for a job with the Ports Authority?

For details, see the "Bounty Hunter" form in the Fill-In Forms section of the Port Community Team Room, or check with your Human Resources office.

- ✓ All employees are eligible, except those in HR.
- ✓ The nomination must be for a specific posted opening and submitted before the deadline to apply - and before your nominee has applied.
- ✓ Only one employee may submit a given candidate.
- ✓ If your candidate is hired and completes the six-month probation, you get the \$250 bonus.

New Hires

Cargo Handling

Ronnie Banks - Equipment Operator
Michelle Bennett - Equipment Operator
Valerie Dukes - Equipment Operator
Scott Greer - Equipment Operator, Charlotte Terminal
Stephen Groves - Equipment Operator
Shelia Hand - Equipment Operator
Herman McCloud - Equipment Operator
Wilbert Robinson - Equipment Operator
Jo Ann Stroupe - Equipment Operator
Stevie Stuckes - Equipment Operator
Cecil Thomas - Equipment Operator

Executive Office

Jeri Schuurman - Executive Assistant

Finance

Terry Dail - Senior Accountant

Information Technology

Sherry Valentine - Administrative Assistant
David Evans - Lotus Notes Administrator

Maintenance

David Leggett - Facilities Mechanic/Carpenter

Operations

Tom Goodman - IT Specialist

Purchasing

Nelson Conger - Purchasing Administrator

Security

Frankie Cooke - Police Officer
Everett Cavileer - Police Officer

Supply

Philip Manning - Inventory Control Coordinator

VOLUNTEERS NEEDED!

Port of Wilmington Maritime Festival - Sunday May 23

- We need volunteers to work the Festival again this year, to help with exhibits and displays, hand out programs, serve as tour guides, and help with children's activities.
- You get a free polo shirt to wear for the Festival, and you will be compensated for your time as well.
- For information, call Lori McKoy, 343-6308.

Survey assesses quality of work life

Following up on similar efforts conducted in 2000 and 2002, Ports Authority employees are being given the opportunity to participate in an update to the Quality of Work Life survey. Sessions are scheduled for March 26 and 29, a Friday and Monday.

This process is an opportunity for the Ports to collect confidential input from employees regarding organizational effectiveness. Because this is the third biennial survey, the results will be compared to the previous results to see where progress has been made and where more intensely focused efforts are needed.

The best performing organizations tend to do certain things very well, and most people like being part of a "winner." And the higher the employee participation, the better the survey results. The Human Resources Department seeks 100 percent participation for this year's survey, to ensure the most useful and accurate results.

Ports Authority managers will schedule their team members into one of six sessions in Wilmington or four sessions in Morehead City to complete the survey. Employees at the inland terminals will receive surveys during the same time frame.

There is no need to make appointments, so each manager should schedule around the de-

partment's needs. The survey contains 60 questions and shouldn't take more than half an hour to complete.

For more information, contact the Human Resources Department.

Survey Sessions

Port of Wilmington - War Room

March 26 10 a.m. 11 a.m. 1 p.m.

March 29 10 a.m. 11 a.m. 1 p.m.

Port of Morehead City - Maritime Conference Room

March 26 10 a.m. 1 p.m.

March 29 10 a.m. 1 p.m.

Wilmington Insurance Session Rescheduled

Fred Butler from **Colonial Life & Accident Insurance Co.** has rescheduled his March 12 information session in Wilmington. He will be in the Port of Wilmington conference room from 1 p.m. to 5 p.m. March 18.

Colonial offers disability (income continuation) and accident insurance through payroll deduction.

Bennett becomes Director of Engineering

Bill Bennett, Director of Planning and Development in the Engineering Department since June 2002, has been promoted to the position of Director of Engineering for the N.C. State Ports Authority. He replaces Jerrel Freeman, who retires at the end of March. In this lead engineering position, Bennett reports directly to Tom Eagar, the Authority's Chief Operations Officer.



Bennett

Bennett joined the Authority after serving 27 years in the U.S. Coast

Guard, retiring at the rank of captain. His final assignment was as Commanding Officer and Captain of the Port at the Coast Guard Marine Safety Office in Wilmington.

He holds a bachelor's degree in physics and ocean sciences, a master's degree in naval architecture and marine engineering and a master's degree in mechanical engineering from the University of Michigan.

Bennett also attended Naval War College in Newport, R.I., and is currently working toward the master's in public administration at the University of North Carolina at Wilmington. He is a registered Professional Engineer in North Carolina, Louisiana and Florida, and is an Accredited Marine Surveyor.



Photo by Laura Crowell

Donna Jones 'attacks' her fellow student (who is also her mother) Geraldine Swart during a Women's Self-Defense class taught by Sensei Everett Cavileer at the Port of Wilmington.

Port Police officer teaches self-defense class

by Laura Crowell Human Resources

A Port of Wilmington police officer gave up a lovely Saturday morning March 6 to teach a class in Women's Self-Defense for Ports employees and their family members.

Everett Cavileer, who recently joined the Safety and Security Department, is a fourth-degree black belt *sensei* in kenpo karate. He has been doing kenpo for about 20 years, and received the black belt in 1988. He ran a school in Burgaw for 10 years and started teaching at Second Wind Fitness Center in Hampstead in 2002. He currently has 17 students.

Students in this self-defense class learned simple and effective techniques to use in the event of an attack. As one of the students myself, I believe we all walked away from class feeling more confident, comfortable and aware of our surroundings.

Cavileer will teach another self-defense class this summer, giving port employees another opportunity to experience kenpo karate. Watch this space for more information, or contact me in Wilmington HR at 343-6310 for more information.

Wilmington Athletic Club sets Ports open house

Offers deal to employees and families and visitor passes

The Wilmington Athletic Club invites all port employees and their immediate family members to stop by during a special open house March 15-26.

WAC is offering a deal to Ports employees. Enrollment fees will be waived for employees and qualified family members, with monthly dues beginning at \$49.

Among the programs available at WAC are aerobic and aquatic classes, basketball, free weights, golf fitness, indoor cycling, kick-boxing, outdoor swimming pool, Pilates, racquetball, treadmills, volleyball, yoga, and massage therapy.

Conveniently located at 2026 South 16th Street, the club is open 5:30 a.m.-9 p.m. Monday through Thursday, Friday 5:30 a.m.-8 p.m. and weekends 8 a.m.-6 p.m.

The Human Resources Department will have access to guest passes for employees from Morehead, Charlotte or Greensboro in the event they desire to use the facility when in town.

Among the WAC's amenities:

- Cardio center
- Child care
- Day spa
- One-on-one fitness assessments and training
- Running clubs
- Steam rooms and saunas
- Weight management and wellness programs
- Workout starter kits (including gym bag, t-shirt, water bottle & 6 complimentary guest passes)

For more information, call Laura Crowell in HR at 343-6310 or the club, at 343-5950